



Santa Clara Firefighters L1171
Santa Clara Police Officers Association

Impartial Arbitration
Fairness for Police and Firefighters

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Facts About Impartial Arbitration (IA)

- * **FAIR**: IA will bring **fairness for firefighters and police** during negotiations. If contract talks are deadlocked, and all other remedies are exhausted, impartial arbitration would be available as a means to resolve disputed issues.
- * **OPEN**: Matters that go to an arbitration hearing are **open to the public**.

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Fairness for Police and Firefighters**

- * **IMPARTIAL**: IA will establish a **neutral three-member Board of Arbitrators**. The make up of the board will consist of a Representative selected by the City Council, a Representative selected by the fire fighters or police officers and an Arbitrator mutually selected by both parties.

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Fairness for Police and Firefighters**

- * **MAINTAIN LOCAL CONTROL**: IA allows for **full participation for the elected officials of the city**; from the start of the negotiations, to selection of their Representative on the Arbitration Board and joint selection of an Arbitrator.

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- * **NOT A GIVE-AWAY:** IA **will not** be a financial burden on the City, The fact is, the arbitrator must take into consideration the financial condition of the city and its ability to meet the cost of any settlement.
- * **MAINTAIN SERVICE LEVEL:** IA will not cause any reductions or cuts in services. No city or state that has IA has ever cut or reduced a service or program due to an arbitration award.

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- * **NO NEW TAXES:** IA **will not** increase taxes; in fact there could be a tax savings. Drawn out and costly labor negotiations would be avoided.
- * **COST SHARING:** The cost of an IA hearing is shared equally between the parties who are involved.

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- * **PROVEN**: 24 Cities use IA: Alameda; Anaheim; Gilroy; Hayward; Modesto; Monterey; Napa; Oakland; Oroville; **Palo Alto**; Petaluma; Redwood City; Sacramento City; Sacramento County; Salinas; San Francisco; **San Jose**; San Leandro; San Luis Obispo; Santa Cruz; Santa Rosa; Stockton; Vallejo and Watsonville. There are 26 states that use IA.

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- **Let the voters decide**: Call for a resolution to place the measure on the November ballot.
- Accept the firefighters and police officers offer to **reimburse the City for the cost** of the election. (\$57,000)
- It's the **fiscally responsible** thing to do.
- It's the **right thing to do!**